WOMEN and the LABOR FORCE

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Research and Analysis

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WOMEN AND THE LABOR FORCE

1979

State of Illinois

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I. Introduction and Highlights

Women and the Labor Force has been prepared in compliance with guidelines provided by the Employment and Training Administration, U.S. Department of Labor. This is the second annual report for Illinois. Currently women represent more than two-fifths of the state's labor force, and slightly more than half of all adult women are in the labor force. Unemployment among women is about 7.5 percent; nonwhite women experience higher rates of unemployment than do white women (15.5 versus 6.2 percent). More unemployed, and employed, women have work experience in clerical occupations than any other occupational category, however they comprise a substantial portion professional and technical and service occupations. Since 1970, women in the labor force in Illinois have increased by nearly 25 percent. Of the overall labor force growth in Illinois, 64 percent was due to increased numbers of women either working or looking for work.

Women will continue to be a formidable segment of the working population in the state. The most prevalent reason that women work is economic; working wives contribute nearly 40 percent of the average family income. Economic expansion in the nonfactory sector of the states' economy will indirectly benefit women more than men, since more clerical and service jobs are found in these industries than in manufacturing.

II. Overview

The economic or industrial base in Illinois provides a wide range of employment opportunities for a variety of skills and types of workers. Although most jobs are found in nonfactory industries such as retail trade, services, and government, about one-fourth of the state's nonfarm wage and salary employment is concentrated in goods producing industries. Nonfactory employment opportunities have expanded in recent years as the result of growing government operations, broader health care and insurance coverage, and more service operations. At the same time, the net number of jobs in goods producing or factory industries has diminished. The relative industry proportions of nonfarm wage and salary employment over recent years are shown in the following table:

Percent Distribution of Nonfarm
Wage and Salary Employment-Illinois
Annual Average Employment

	1978	1976	1974	1972
Total Nonfarm Wage & Salary Employment	100.0%	100.0%	100.0%	100.0%
Manufacturing	26.0	26.6	29.6	29.8
Durable Goods	17.4	17.4	19.9	19.6
Primary Metals	2.0	2.0	2.3	2.3
Fabricated Metals	2.9	3.0	3.4	3.5
Nonelec. Machinery	4.8	4.7	5.2	4.7
Elec. Machinery	3.3	3.4	4.1	4.3
Transportation Equip.	1.1	1.0	1.2	1.1
All Other	3.3	3.3	3.7	3.7
Nondurable Goods	8.6	9.2	9.7	10.2
Food	2.4	2.6	2.7	2.9
Apparel	0.5	0.5	0.7	0.8
Print-Publish	2.0	2.2	2.4	2.5
All Other	3.7	3.9	3.9	4.0
Nonmanufacturing	57.9	57.7	55.4	55.1
Construction	3.7	3.7	4.0	4.3
Trans-Comm.-Pub. Util.	6.1	6.1	6.4	6.5
Wholesale Trade	6.8	6.8	6.6	6.5
Retail Trade	16.1	1.63	15.5	15.3
Fin., Ins., Realty	6.0	5.8	5.6	5.6

Nonmanufacturing
cont.

	1978	1976	1974	1972
Services	18.8	18.3	16.9	16.2
Health services	6.1	5.8	4.9	4.5
Government	16.0	15.7	15.0	15.2

Nonfactory industries which have substantially increased their share of total employment in Illinois have experienced a faster rate of growth than the state as a whole. An example of this is the health services industry (+51.4 percent since 1972). On the other hand, the goods producing industry "fabricated metals", has had a job loss(-6.6 percent), which is shown by the small proportion of jobs contributed by that industry. This trend in Illinois of more nonfactory jobs than factory jobs is expected to continue. Currently there are about 2.8 jobs in the nonfactory sector for each job in the goods producing sector, however the ratio is not expected to exceed three to one in coming years.

The population in Illinois has also changed over recent years. Using estimates 1980 (computed from data supplied by Lawrence-Berkley Laboratories in cooperation with the U.S. Department of Labor), comparisons can be made from 1960 and 1970 (See Table I, Statistical Appendix). The proportion of the state's population that is female has edged upward over this time span. In 1960, 50.9 percent of the population was female. By 1970, the proportion rose to 51.5 percent, and in 1980 the estimate calls for 51.6 percent. More pertinent to this report is the change in the number of working age women, those 16 years of age or older. In 1980, it is estimated that women will comprise 52.6 percent of the working age population in Illinois. For the comparison years, the proportion was 52.5 percent in 1970, and 51.6 percent in 1960. The following table summarizes some demographic characteristics for men and women:

1980 Population Estimates-Illinois

	Women	Men
Total	100.0%	100.0%
White	84.3	85.1
Nonwhite	15.7	14.9
16 years of age or older	73.3	70.4
Labor force participation rate	50.9	79.8
Unemployment rate	7.5	5.8

In 1980, the proportion of the labor force that is female will be 41.5 percent. In 1970, only 38.2 percent of the Illinois labor force was female. Overall growth in the size of the labor force from 1970 to 1980 will be nearly 15 percent. (See Table II, Statistical Appendix). Women accounted for more than half of this growth. The rise in the number of women in the labor force was due only in part to the slightly larger proportion of women in the working age population. Most of the women were re-entering the labor force, whereas in 1970 they were occupied with household or family responsibilities. The labor force participation rate for women in 1970 was 43.2 percent; in 1980, 50.9 percent of all working age women will be in the labor force.

Other changes in the demographic composition of the state's population occurred in the size of the proportion that is nonwhite. Since 1960, the nonwhite population increased from 10.6 percent of the total to an estimated 15.3 percent in 1980. For women only, the proportions were almost identical; 10.8 percent in 1960, and 15.7 percent in 1980. The age structure of the population currently reflects a slight downturn in the 35 to 44 year old group and an increase in 25 to 34 year olds. Table I, in the Statistical Appendix, contains population data by age, race, and sex for 1960, 1970, and 1980; Table II provides a demographic breakout of the state's labor force.

III. Women and the Labor Force

As discussed in the preceding section, women will represent 41.5 percent of the Illinois labor force and more than half of all adult women will be in the labor force. It is expected that 47.1 percent of these women will be working, resulting in an unemployment rate for women of about 7.5 percent. As the following sections will show, employed and unemployed women share many occupational and demographic characteristics.

A. Unemployed Women

Table II, in the Statistical Appendix, describes the age and race characteristics anticipated for the 1980 female labor force. The greatest contrast is seen between white and nonwhite females. The unemployment rate for nonwhite females is more than double the rate for whites. Also, for each age group, the rate is higher for nonwhites:

Unemployment Rate-Illinois
1980 Estimates

	White	Nonwhite
All women	6.2%	15.5%
16-19 years of age	10.2	27.7
20-24	6.6	21.1
25-34	5.5	15.7
35-44	5.0	12.6
45-64	5.0	7.8
65 and Over	9.2	16.7

Some similarities are evident, however, for example, teenagers have the greatest proportion of their number unemployed. More than ten percent of white teenage girls are looking for work, compared to the overall rate of 6.2 percent. For nonwhites, 27.7 percent of the 16 to 19 year olds are out of a job, while only 15.5 percent of the total nonwhite women are unemployed. In terms of the total unemployed for either whites or nonwhites, teens are not the largest group. More mature women, who are more likely to be heads of households, comprise the largest segments of unemployed women, for both whites and nonwhites:

Percent Distribution of Unemployed Women
1980 Estimates-Illinois

	White	Nonwhite
All unemployed women	100.0%	100.0%
16-19 years of age	21.9	17.1
20-24	17.1	22.6
25-34	19.1	31.3
35-44	13.1	16.5
45-64	24.2	10.9
65 and over	4.6	1.6

The 25 to 34 year old age group of nonwhite women represents nearly one-third of all unemployed nonwhite women. Referring to the Statistical Appendix, Table II, shows that this is also the largest group among all nonwhite women in the labor force. Using data from the 1975 Survey of Income and Education, the 25 to 34 year old age group is shown to represent the largest proportion of females heads of households (see Women and the Labor Force, Illinois, 1978). The extension of this head of household status is the need to work, which explains the dominant proportion of nonwhite women in this age group who are in the labor force. Among white women, the largest age group is slightly older. Because of a wage gap which exists between whites and nonwhites, white women are apparently able to defer their return to work (re-entry to the labor force) until their family or household responsibilites have lessened. Using data from the same Survey of Income and Education, white males in Illinois had nearly 20 percent higher earnings than their nonwhite counterparts. Although the earnings gap may not be sufficient to completely eliminate the need for a second family income, the difference appears to have an effect on the age at which women enter or re-enter the labor force.

Additional information on unemployed women in Illinois can be gleaned from data on persons who are receiving Unemployment Insurance benefits. The following table summarizes major characteristics of both women and men receiving Unemployment Insurance during the first half of calendar year 1979:

Percent Distribution of the Insured
Unemployed-Illinois
January through June
1979

	Women	Men
By occupation:		
Prof, Tech, Mgr.	12%	12%
Clerical, Sales	35	9
Service	19	9
Industrial	34	70
By duration:		
1-4 weeks	24	26
5-14 weeks	41	46
15 weeks or more	35	28
By race:		
White	77	79
Nonwhite	23	21
By age:		
Under 22	8	9
22-24	12	13
25-34	33	32
35-44	19	17
45-54	15	14
55-59	6	6
60-64	4	5
65 and over	3	4

The most likely work experience for unemployed women was either in a clerical or a sales job or in some type of an industrial occupation. The industrial occupations included all so-called blue collar jobs such as packer, inspector, or solderer, as well as craftsmen and foremen. Since most craft or skilled labor jobs are dominated by men, it is not surprising that most men claim work experience in the industrial occupation. Women also appear to have been unemployed longer than men. Thirty-five percent of all women, during the January to June time span, were receiving benefits for fifteen weeks or more; among men the proportion was only 28 percent. There was no significant variation between men and women on the remaining characteristics.

U.S. data, from the Current Population Survey, provide some information on the relationship between marital status and unemployment. For either sex, the lowest unemployment rates were reported for those who were married, with spouse present (Table 9 and 10, Employment and Earnings, January 1979). However, the shortest periods of unemployment were recorded for single persons (Table 18). Female heads of households experienced a national unemployment rate in 1978 of 8.5 percent; widowed, divorced, or separated women, regardless of the presence of dependents, had a jobless rate of 6.9 percent.

B. Working Women

The most prevalent occupational category in which working women are found is the clerical category. As seen in the preceding section, most unemployed women claimed this occupational group as their most recent employment. The following brief summary, comparing Illinois with national averages for 1977, shows a similar occupational distribution.

Percent Distribution of Employed Women
1977 Annual Averages

	Illinois 1/	U.S 2/
All women	100.0%	100.0%
Clerical	37.3	34.7
Service	17.9	20.9
Profess, tech.	16.4	15.9
Operatives, inc. transp.	11.2	11.8
Sales	7.0	6.8
Managers, officials	6.3	5.9
All other	3.9	4.0

1/ Geographic Profile of Employment and Unemployment.
2/ Employment and Earnings

The clerical group includes clerks, typists, stenographers, secretaries, and other related occupations including some specialized clerical functions such as legal or medical transcriber. Not only are more than one-third of all working women in Illinois employed in this category, but within the category, nationally, 98.4 percent of all employees are women. No other single occupational category is so completely dominated by women. Because the secretarial or clerical occupations are traditionally filled by women, to the point that they are actually a stereotype worker, job-seeking women are expecting to meet less resistance at the point of hire, to be able to make friends on the job, and to find job openings at their skill levels. Very close to the clerical group, in female dominance, is the private household service worker (97.6 percent of all such workers are women). Table VI (Statistical Appendix) lists 31 occupations where nationwide employment is at least 70 percent female. More than half of these occupations are from the clerical category. In professional and technical occupations, women are a significant proportion of nurses, health technicians and technologists, teachers, and librarians. No other professional/technical occupation meets the 70.0 percent criterion.

There is one advantage to this unequal distribution of men and women in various occupations. Some of the fastest growing occupations are the same ones which have historically provided women with the most employment opportunites. The Occupational Outlook Information Report for Illinois projects employment by occupation from 1974 throug 1985. Increases in employment are attributed either to growth or replacement needs. Fifteen occupations showed a growth to replacement ratio of 1.0 or more, and four of these are nearly exclusively female; Licensed Pratical Nurse, health records technician, dental technician, therapists. All of these occupations are listed below:

Occupation:	Growth ÷ Replacements
dental hygenist	2.9
systems analyst	2.9
office machine repair	2.4
air traffic controller	2.1
computer programmer	1.8
electrical, electronic technician	1.6
surveyor	1.5
industrial engineering technician	1.4
airplane pilot	1.4
health records technician	1.3
drafter	1.2
T.V., radio repair	1.2
actuary	1.1
therapist	1.1
LPN	1.0

To a certain extent, an occupation can limit the potential number of industries in which a worker will be employed. The following table shows the occupational distribution of major industry groupings:

Percent Distribution of Employment, by Occupation
1978 Annual Average

	Pub. Admin	Const.	Durable	Non-durable	Trans-Com Pub. Util	Whole Trade	Retail Trade	Fin-Ins. Real Estate	Services
All Employment	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., Tech.	19.1	2.8	11.1	8.4	8.4	3.4	1.6	5.1	35.9
Mgr, Admin.	12.7	11.8	6.8	7.2	9.3	21.0	18.6	19.3	6.9
Sales	0.0	0.4	1.4	3.4	0.7	22.9	20.3	22.4	0.6
Clerical	36.1	6.7	11.2	12.3	22.0	20.4	16.6	45.0	18.2
Crafts	6.2	55.3	21.2	16.4	21.8	8.8	7.4	1.9	5.3
Operatives	1.0	4.6	38.3	40.1	2.6	5.2	5.3	0.1	2.7
Operatives (transp)	1.1	3.2	3.1	4.7	23.7	10.1	2.3	0.1	0.8
Laborers	3.1	14.8	5.1	5.2	8.0	7.3	5.9	1.4	2.1
Service Workers	20.9	0.5	1.8	2.2	3.0	0.9	22.0	4.7	23.3

Adding to this distribution the degree to which women are present in an occupation helps to determine the employment opportunities by industry:

Percent Distribution of Female Employment
U.S. Totals-1978 Annual Average

By Industry:		By Occupation:	
Public Administration	33.6%	Prof., Tech	42.7%
Construction	6.8	Manag, Admin	23.4
Durables	24.2	Sales	44.8
Nondurables	39.8	Clerical	79.6
Trans, Com, Pub. Util.	23.4	Crafts	5.6
Whole. Trade	24.9	Operatives	39.7
Retail Trade	50.3	Operatives (Trans.)	10.1
Fin, Ins, Real Estate	55.6	Laborers	10.4
Services	60.6	Service Workers	59.1

Using the preceding tables, women in the job market could determine that the greatest number of employment opportunities with the least amount of resistance to females applicants would be found in the following industries:

Industries with High Proportions of Women Workers

Industry	Females as % of Industry	Occupation	Occupations as % of Industry	Females as % of Occupation
Services	60.6	Prof, Tech.	35.9%	42.7%
		Services Workers	23.3	59.1
Fin, Ins, Real Estate	55.6	Clerical	45.0	79.6
		Sales	22.4	44.8
Retail Trade	50.3	Service Workers	22.0	59.1
		Sales	20.3	44.8
Public Admin.	33.6	Clerical	36.1	79.6
		Service Workers	20.9	59.1
		Prof, Tech.	19.1	42.7
Construction	6.8	Clerical	6.7	79.6
		Service Workers	0.5	59.1
		Crafts	55.3	5.6

The most obvious first choice for a women in the job market would be in service industry such as hospitals, health care, business services, or private household service. Two of the most dominate occupational groups are professional and technical job (nurses, technicians, therapists) and service workers (aides, domestic workers) which also have a very high proportion of females workers. For contrast, the construction industry was included as an example of how the occupational composition of an industry can affect the job opportunities for women. More than ninety percent of all employees in construction are men. In addition, the two predominately female occupational groups have minimal representation in construction. Traditional job opportunities for women are severely limited. Nontraditional jobs, however, may offer many advantages not associated with so-called women's jobs.

C. Earnings and Income

The most readily measurable distinction between occupations dominated by men and those dominated by women is salary. The 1975 Survey of Income and Education showed that in Illinois men recorded a median income of $14,105; women earned $8,115. The earnings gap was nearly $6,000 annually. Average weekly earnings for major industries have been indexed against the average for all private (nongovernment) employment:

Index of Average Weekly Earnings and
Presence of Female Workers- U.S. Totals
1978 Annual Averages *

Industry	Earnings Index	% Female
All private employment	100.0	41.2%
Mining	162.4	11.7
Construction	155.6	6.8
Durables	132.8	24.2
Nondurables	107.2	39.8
Apparel	69.0	77.4
Leather	71.2	62.5
Trans-Com-Pub. Util.	148.3	23.4
Wholesale Trade	112.2	24.9
Retail Trade	63.9	50.3
Fin-Ins-Real Estate	88.0	55.6
Services	80.5	56.6

* Employment and Earnings, January 1979.

From the data above, there appears to be an inverse relationship between the index of earnings and the proportion of that industry's employment which is female. For example, mining (162.4) and construction (155.6) have the highest indexes of earnings and the smallest proportions of women workers. In the apparel industry, where the largest proportion of women was recorded, the index of earnings was one of the lowest. In addition, these data indicate that the surest way for a woman to increase her earnings is to move away from traditionally female occupations and into so-called man's work. For women in management, a wage gap also exists which actually appears to widen over time. The results of a survey conducted by the Dartnell Institute of Business Research were reported in the Chicago Tribune, in March 1979. Overall average earnings for women are only about 57 percent of the average for a man. In management positions, women earn about 96 percent as much as men do. However after three years, the ratio had dropped to 94.6 percent. Economic differences exist in other areas. For example, receipts from small businesses, usually owner oper-

ated, showed less than five percent of the total from female operated enterprises.

Income provided by a working wife contributes substantially to average family incomes in the U.S. As reported by the Bureau of Labor Statistics (Employment in Perspective: Working Women, Fourth Quarter 1978), working wives' contribution to the median family income in 1977 was 38 percent. This increased the median family income by $8,600 (full time, year round employment) and $5,100 (on the average).

D. Displaced Homemakers

Despite the increasing number of women in the labor force over recent years, a specific group of women has been identified by the U.S. Department of Labor as having particular employment and training needs. In general, a displaced homemaker is a person who has not been in the labor force for a substantial number of years because of family responsibilites and is no longer supported by a family member, but who is seeking employment. (For a detailed definition, see the Rules and Regulations for "CETA" programs in the Federal Register.) Using data from the 1975 Survey of Income and Education, the Women's Bureau of U.S. Department of Labor has estimated the number of women than may be eligible for services to displaced homemakers. In Illinois, there are about 118,000 eligible women, with about two-fifths between the ages of 55 and 64. Slightly more than half are white, one-third are black, and about ten percent are hispanic.

IV. Outlook

The gradual rise in the importance of nonmanufacturing industries to the state's economy also portends expanded job opportunities for women. More than two-fifths of all working women are employed in Services; nearly one-fourth work in wholesale or retail trade. Job growth in recent years in Illinois has depended substantially on growth in these industries:

Percent Distribution * of Net Annual Job Gain
in Nonmanufacturing Industries-Illinois

	1977-1978	1976-1977	1975-1976
Total Job Gain	100%	100%	100%
Construction	13	--	--
Trade	3	42	46
Fin-Ins-Real Estate	18	13	9
Services	61	37	42
(Health services)	(26)	(19)	(20)

* Selected industries only; will not add to 100.0%

Health services, as discussed earlier, included medical/dental offices and clinics, hospitals, and extended care facilities. All of these operations rely heavily on occupations dominated by women (nurses, medical records technicians, assistants, therapists) and expansion in these areas will generate additional demand for such skilled workers. Clerical workers and supervisors will be needed as well. In spite of affirmative action and other programs designed to move women into jobs from which they had historically been excluded, minor improvement in female representation can be expected because of the very limited number of job openings. Many male dominated occupations, such as electrician, carpenter, tool and die maker have formal apprenticeship programs with waiting lists which further limit the opportunities for women.

In order for the local labor market to absorb the increasing flow of women into the job market, general economic stability and some measure of growth is needed. In Illinois, nonmanufacturing industries are expected to provide most of the gains in coming years. In factory employment, growth is anticipated in non-electrical machinery while other industries will probably maintain current employment levels. In the nonfactory sector, mining may provide unexpected job opportunities in nontraditional jobs as energy needs increase demand for coal as an alternate fuel. In particular, finance-insurance-real estate and health services are expected to provide a significant number of additional employment opportunities. Government ,or public, employment will expand at the

state and local levels while federal payrolls will remain unchanged. In general, job openings in the near future will be skewed toward occupational areas where women have traditionally been employed.

Statistical Appendix

TABLE I
DEMOGRAPHIC COMPOSITION OF THE
POPULATION
STATE OF ILLINOIS

	PERSONS (000's)		
	1960	1970	1980
TOTAL	10,081.2	11,109.5	11,349.0
16 & over	6,941.7	7,732.5	8,158.8
16-19	548.6	813.2	889.8
20-24	581.7	830.1	986.2
25-34	1,288.4	1,377.2	1,621.8
35-44	1,385.4	1,273.6	1,210.9
45-64	2,162.7	2,342.5	2,331.1
65 & over	974.9	1,095.9	1,119.0
WHITE	9,010.3	9,616.3	9,613.7
16 & over	6,275.1	6,806.9	7,026.4
16-19	494.8	694.4	734.5
20-24	509.3	714.6	821.7
25-34	1,125.2	1,174.9	1,353.9
35-44	1,241.6	1,099.1	1,022.5
45-64	1,984.0	2,113.2	2,073.5
65 & over	920.2	1,010.7	1,020.3
NONWHITE	1,070.9	1,493.2	1,735.3
16 & over	666.6	925.6	1,132.4
16-19	53.8	118.8	155.3
20-24	72.4	115.5	164.6
25-34	163.2	202.3	267.8
35-44	143.8	174.5	188.4
45-64	178.7	229.3	257.6
65 & over	54.7	85.2	98.7

TABLE I, Con't
DEMOGRAPHIC COMPOSITION OF THE
POPULATION
STATE OF ILLINOIS

	PERSONS (000's)		
	1960	1970	1980
TOTAL FEMALES	5,128.3	5,720.5	5,859.5
16 & over	3,583.0	4,062.3	4,294.7
16-19	276.4	400.9	439.4
20-24	309.2	446.9	507.3
25-34	652.8	703.8	847.8
35-44	707.4	649.3	618.5
45-64	1,101.4	1,218.2	1,217.8
65 & over	535.8	643.2	663.9
WHITE	4,574.6	4,933.3	4,940.2
16 & over	3,232.5	3,559.5	3,676.6
16-19	248.0	339.8	360.4
20-24	268.3	380.7	417.6
25-34	565.6	592.2	698.0
35-44	632.6	554.1	514.1
45-64	1,011.3	1,096.6	1,079.3
65 & over	506.7	596.1	607.2
NONWHITE	553.7	787.2	919.3
16 & over	350.5	502.8	618.1
16-19	28.4	61.1	79.0
20-24	40.9	66.2	89.7
25-34	87.2	111.6	149.8
35-44	74.8	95.2	104.4
45-64	90.1	121.6	138.5
65 & over	29.1	47.1	56.7

TABLE I, Con't
DEMOGRAPHIC COMPOSITION OF THE POPULATION
STATE OF ILLINOIS

	PERSONS (000's)		
	1960	1970	1980
TOTAL MALES	4,952.9	5,389.0	5,489.5
16 & over	3,358.7	3,670.2	3,864.1
16-19	272.2	412.3	450.3
20-24	272.6	383.2	478.9
25-34	635.6	673.4	774.0
35-44	678.0	624.3	592.4
45-64	1,061.2	1,124.3	1,113.4
65 & over	439.1	542.7	455.1
WHITE	4,435.7	4,683.0	4,673.5
16 & over	3,042.6	3,247.4	3,349.8
16-19	246.8	354.6	374.1
20-24	241.0	333.9	404.0
25-34	559.6	582.7	656.0
35-44	609.0	545.0	508.4
45-64	972.7	1,016.6	994.2
65 & over	413.5	414.6	413.1
NONWHITE	517.2	706.0	816.0
16 & over	316.1	422.8	514.3
16-19	25.4	57.7	76.2
20-24	31.6	49.3	74.9
25-34	76.0	90.7	118.0
35-44	69.0	79.3	84.0
45-64	88.5	107.7	119.2
65 & over	25.6	38.1	42.0

TABLE II
DEMOGRAPHIC COMPOSITION OF
THE LABOR FORCE
STATE OF ILLINOIS

	1970 (Census Data)			1980* (Projections)		
	Civilian Labor Force	Unemployment	Unemployment Rate	Civilian Labor Force	Unemployment	Unemployment Rate
TOTAL (000's)	4,591.6	171.7	3.7%	5,267.4	342.4	6.5%
16-19	354.6	33.3	9.4	571.9	73.2	12.8
20-24	551.5	29.7	5.4	760.3	68.6	9.0
25-34	941.9	31.6	3.4	1,244.2	74.2	6.0
35-44	917.9	25.4	2.8	939.2	45.4	4.8
45-64	1,625.4	42.3	2.6	1,586.4	66.6	4.2
65 & over	200.1	9.2	4.6	165.4	14.3	8.7
TOTAL WHITE	4,058.4	134.9	3.3	4,575.2	237.6	5.2
16-19	320.0	26.0	8.1	509.3	52.5	10.3
20-24	479.7	22.2	4.6	649.7	42.9	6.6
25-34	799.7	22.8	2.9	1,039.0	45.6	4.4
35-44	794.4	19.3	2.4	798.0	30.8	3.9
45-64	1,479.0	36.2	2.4	1,427.1	53.6	3.8
65 & over	185.6	8.3	4.5	152.1	12.2	8.0
TOTAL NONWHITE	533.2	36.8	6.9	692.1	104.8	15.1
16-19	34.6	7.3	21.1	62.5	20.7	33.1
20-24	71.8	7.5	10.4	110.6	25.7	23.2
25-34	142.2	8.8	6.2	205.2	28.6	13.9
35-44	123.5	6.1	4.9	141.2	14.6	10.3
45-64	146.4	6.1	4.2	159.3	13.1	8.2
65 & over	14.5	0.9	6.2	13.3	2.1	15.6

TABLE II, Con't
DEMOGRAPHIC COMPOSITION OF
THE LABOR FORCE
STATE OF ILLINOIS

	1970 (Census Data)			1980* (Projections)		
	Civilian Labor Force	Unemployment	Unemployment Rate	Civilian Labor Force	Unemployment	Unemployment Rate
TOTAL FEMALES (000's)	1,754.8	78.5	4.5%	2,184.7	164.0	7.5%
16-19	167.7	15.0	8.9	277.8	35.6	12.1
20-24	260.8	13.6	5.2	350.6	30.7	8.8
25-34	312.3	14.8	4.7	498.6	37.2	7.5
35-44	326.2	12.1	3.7	367.7	23.1	6.3
45-64	613.7	18.8	3.1	627.9	33.2	5.3
65 & over	74.1	4.0	5.4	62.1	6.1	9.8
WHITE FEMALES	1,520.7	60.9	4.0	1,870.1	115.4	6.2
16-19	150.7	11.6	7.7	247.9	25.3	10.2
20-24	224.7	9.9	4.4	298.6	19.7	6.6
25-34	250.1	10.3	4.1	402.0	22.0	5.5
35-44	272.5	9.1	3.3	304.3	15.1	5.0
45-64	554.2	16.3	2.9	560.2	27.9	5.0
65 & over	68.6	3.6	5.2	57.1	5.3	9.2
NONWHITE FEMALES	234.1	17.6	7.5	314.6	48.6	15.5
16-19	17.0	3.4	20.1	29.9	8.3	27.7
20-24	36.1	3.7	10.1	52.0	11.0	21.1
25-34	62.2	4.5	7.3	96.6	15.2	15.7
35-44	53.7	3.0	5.7	63.3	8.0	12.6
45-64	59.5	2.5	4.2	67.7	5.3	7.8
65 & over	5.5	0.4	7.0	5.1	0.8	16.7

*Projections based on Lawrence-Berkley Labs tabulations.

TABLE II Con't
DEMOGRAPHIC COMPOSITION OF
THE LABOR FORCE
STATE OF ILLINOIS

	1970 (Census Data)			1980* (Projections)		
	Civilian Labor Force	Unemployment	Unemployment Rate	Civilian Labor Force	Unemployment	Unemployment Rate
TOTAL MALES (000's)	2,836.7	93.3	3.3%	3,082.7	178.4	5.8%
16-19	186.9	18.3	9.8	294.1	39.5	13.4
20-24	290.7	16.1	5.5	409.7	37.9	9.3
25-34	629.6	16.8	2.7	745.5	37.0	5.0
35-44	591.7	13.3	2.2	571.6	22.3	3.9
45-64	1,011.7	23.5	2.3	958.5	33.5	3.5
65 & over	126.0	5.2	4.1	103.3	8.2	7.9
WHITE MALES	2,537.6	74.1	2.9	2,705.1	122.2	4.5
16-19	169.3	14.4	8.5	261.5	27.1	10.4
20-24	255.0	12.3	4.8	351.1	23.2	6.6
25-34	549.6	12.5	2.3	636.9	23.6	3.7
35-44	521.9	10.2	1.9	493.7	15.6	3.2
45-64	924.8	19.9	2.2	866.9	25.7	3.0
65 & over	117.0	4.7	4.0	95.0	7.0	7.3
NONWHITE MALES	299.1	19.2	6.4	377.6	56.1	14.9
16-19	17.6	3.9	22.1	32.6	12.4	38.0
20-24	35.7	3.8	10.7	58.6	14.7	25.1
25-34	80.0	4.3	5.4	108.6	13.4	12.3
35-44	69.8	3.1	4.4	77.9	6.6	8.5
45-64	86.9	3.6	4.1	91.6	7.8	8.5
65 & over	9.0	0.5	6.2	8.3	1.2	15.0

TABLE III
NONFARM WAGE AND SALARY EMPLOYMENT
STATE OF ILLINOIS

ANNUAL AVERAGES

	1978	1977	1976	1975	1974	1973	1972
TOTAL (000's)	4,757.5	4,661.3	4,565.7	4,418.9	4,545.7	4,470.4	4,314.8
PRIVATE SECTOR	3,994.0	3,935.5	3,848.5	3,704.4	3,864.8	3,803.9	3,660.5
MANUFACTURING	1,237.1	1,229.3	1,215.2	1,199.8	1,345.1	1,354.5	1,284.2
DURABLE GOODS	828.4	810.2	796.2	789.2	904.3	909.1	845.1
Furn.-Fixt.	21.7	23.8	23.7	22.9	26.3	28.0	25.7
Stone-Clay-Gls.	35.4	35.6	35.7	34.9	39.4	39.7	38.1
Primary Metals	96.5	93.3	90.7	92.0	106.3	104.0	97.5
Fab. Metals	140.1	139.4	136.6	132.2	154.2	159.0	150.0
Machinery	226.9	216.5	212.8	219.1	236.9	224.1	203.2
Elec. Equip.	157.9	157.1	157.2	151.5	188.6	200.5	185.4
Trans. Equip.	51.8	49.0	47.7	47.5	52.8	53.8	47.6
Instruments	49.9	47.5	45.3	44.3	49.8	47.8	45.5
All Other Dur.	48.2	48.0	46.5	44.8	50.0	52.2	52.1
NONDURABLE GOODS	408.7	419.0	419.0	410.7	440.7	445.4	439.1
Food Pdts.	116.5	118.8	120.4	117.1	122.8	123.7	124.7
Apparel	22.7	24.3	24.6	24.9	30.0	32.1	32.5
Paper Pdts.	36.6	37.6	37.0	36.5	40.5	40.4	39.4
Print.-Publ.	95.1	100.6	99.7	101.2	107.6	108.9	108.8
Chem. Pdts.	66.5	64.6	64.2	60.9	62.8	62.3	60.6
Rubber-Plast.	45.5	45.7	43.8	41.5	46.0	45.9	43.0
All Other Nondur.	25.8	27.4	29.3	28.6	31.0	32.1	30.1

TABLE III Con't
NONFARM WAGE AND SALARY EMPLOYMENT
STATE OF ILLINOIS

ANNUAL AVERAGE

	1978	1977	1976	1975	1974	1973	1972
NONMANUFACTURING	2,756.9	2,707.5	2,633.3	2,504.6	2,519.7	2,449.4	2,376.3
Mining	24.5	27.9	27.9	25.9	24.4	23.0	23.0
Construction	174.3	167.9	169.0	172.3	183.8	192.6	186.9
Trans.-Comm.-P.U.	289.7	284.0	277.6	272.6	288.8	286.1	282.4
Trade	1,090.9	1,089.2	1,057.8	999.0	1,001.3	972.4	943.6
Wholesale	323.6	320.2	312.7	294.7	298.6	287.8	281.4
Retail	767.4	768.6	745.1	704.2	702.8	684.7	662.1
Fin.-Ins.-Realty	285.3	276.6	266.8	254.7	253.2	245.5	240.3
Services	892.1	861.9	834.3	780.0	768.3	727.3	700.1
Bus. Serv.	141.9	135.8	128.5	119.3	124.8	120.8	98.1
Health Serv.	291.1	278.4	264.2	238.6	221.7	205.6	192.3
All Other Service	459.1	447.4	441.6	-	-	-	-
PUBLIC SECTOR	763.5	724.5	717.2	714.5	680.9	666.5	654.3
Federal Gov't	104.2	103.2	104.9	108.3	108.9	108.2	109.0
State Gov't	143.2	141.0	139.3	140.3	136.8	133.5	132.8
Education	66.8	64.4	62.2	63.0	61.3	61.4	61.2
Other	76.4	76.6	77.0	77.4	75.5	72.1	71.6
Local Gov't	516.1	480.3	473.0	465.8	435.1	424.8	405.1
Education	273.3	252.6	252.6	251.2	234.3	225.7	209.1
Other	242.8	227.7	220.4	214.6	200.8	199.1	196.0

Prepared by Current Employment Statistics section of Research and Analysis Subdivision of the Illinois State Employment Service.

TABLE IV
Employment and Average Annual Job Openings
By Major Occupational Category
1974-1985

Area: Illinois - Statewide

	1974 Employment		1985 Projected Employment		Percentage Employment Change 1974-1985	Average Annual Openings* 1974-1985		
	Number	Percent	Number	Percent		Due To Growth	Due To Replac-ments	Total Openings
TOTAL, ALL OCCUPATIONS	4,791.4	100.0	5,164.5	100.0	7.8	33.9	172.7	206.6
Professional, Technical and Kindred	662.3	13.8	718.3	13.9	8.4	5.1	21.3	26.4
Managers, Officials, and Proprietors.	454.3	9.5	495.1	9.6	9.0	3.7	17.3	21.0
Sales Workers	314.6	6.6	353.7	6.9	12.4	3.6	13.8	17.4
Clerical Workers	961.4	20.0	1,103.9	21.4	14.8	12.9	37.7	50.6
Craftsmen, Foremen, and Kindred	636.9	13.3	698.9	13.5	9.7	5.6	18.4	24.0
Operatives	824.8	17.2	857.5	16.6	4.0	3.0	23.0	26.0
Service Workers	573.4	12.0	625.4	12.1	9.2	4.7	28.9	33.6
Laborers, Except Farm	232.7	4.9	233.1	4.5	0.1	-	6.0	6.1
Farmers and Farm Workers	130.9	2.7	78.7	1.5	-39.9	-4.7	6.3	1.6

*Employment and average annual openings in thousands.

TABLE V
CHARACTERISTICS OF ACTIVE APPLICANTS
LISTED WITH THE JOB SERVICE OF ILLINOIS
BY MAJOR OCCUPATIONAL CATEGORY
March 31, 1979

Occupational Category	ACTIVE JOB SERVICE APPLICANTS Total	Female
ALL CATEGORIES	269,100	129,927
Percent Distribution	100.0	48.3
Professional, Technical, and Managerial	23,898	10,054
Clerical	46,339	36,754
Sales	9,699	4,467
Service	45,275	29,038
Agricultural, Fishery, and Forestry	3,423	432
Processing	8,949	2,786
Machine Trades	19,409	5,179
Benchwork	16,134	10,732
Structural Work	24,078	1,529
Motor Freight and Transportation	12,402	672
Packaging and Material Handling	28,254	10,125
Other Miscellaneous	1,980	423

Source: Employment Automated Reporting System, Table 96.

TABLE VI

WOMEN AS A PERCENT OF TOTAL EMPLOYMENT,
BY OCCUPATION-U.S. TOTALS *
1978 ANNUAL AVERAGES

Occupation	Category	% Female
Secretary	Clerical	99.2%
Private Household	Services	97.7
Dressmaker	Operative	97.4
Receptionist	Clerical	96.9
Typist	Clerical	96.6
Demonstrators	Sales	94.8
Services/Stitchers	Operative	94.8
Telephone Operators	Clerical	94.2
Nurse, Dietician, Therapist	Prof, Tech.	92.9
Teacher Aide	Clerical	92.1
Bank Teller	Clerical	91.5
Bookkeeper	Clerical	90.7
Waiter/Waitress	Services	90.5
Stenographer	Clerical	90.4
Health Service	Services	89.9
Billing Clerks	Clerical	88.1
Cashier	Clerical	87.1
File Clerks	Clerical	85.7
Library Worker	Clerical	80.8
Librarians, Archivists, Curators	Prof, Tech.	80.7
Ironers/Pressers	Operative	80.2
Counter Clerk	Clerical	77.2
Statistical Clerk	Clerical	76.1
Payroll Clerk/Timekeeper	Clerical	75.5
Ennumerators/Interviewers	Clerical	75.5
Office Machine Operators	Clerical	74.2
Personal Service	Service	74.0
Retail Sales Clerks	Sales	71.5
Teachers (except college)	Prof, Tech.	71.0
Health Technician/Technologist	Prof, Tech.	70.9
Decorators/Window Dressers	Crafts	70.4

* Employment and Earnings, January 1979.

Definitions

CIVILIAN LABOR FORCE - the sum total of the employed (exclusive of the Armed Forces) and the unemployed. Persons involved in labor-management disputes are counted as employed and are included in the total.

EMPLOYMENT- a component of the civilian labor force counted by place of residence, including persons involved in labor-management disputed and those who are temporarily absent from their jobs because of illness or personal reasons.

UNEMPLOYMENT - all persons not at work but who were actively seeking work.

HEAD OF FAMILY - that person who is the head of a primary or secondary family residing with one person or more, who are related by blood, marriage, or adoption. Family heads are identified or designated by members of that family.

FAMILY INCOME - the sum of the incomes of all family members 14 years of age or older.

LABOR FORCE PARTICIPATION - the proportion of the working age population (usually 16 years of age or older) that is a part of the civilian labor force. Participation is generally expressed as a percent of the population.

UNEMPLOYMENT RATE - the proportion of the civilian labor force that is unemployed, expressed as a percent of the civilian labor force.